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SERIES I No. 9

# OFFICIAL GOVERNMENT OF GOA GAZETTE



PUBLISHED BY AUTHORITY

## NOTE

There is one Extraordinary issue to the Official Gazette, Series I No. 8 dated 21-5-2015, namely Extraordinary dated 22-5-2015 from pages 477 to 478 regarding Market Borrowing Programme of State Government, 2015-16 — Not. No. 5-2-2015-Fin (DMU) from Department of Finance (Debt Management Division).

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## GOVERNMENT OF GOA

Department of Agriculture

Directorate of Agriculture

### Order

3/4/STAT/MNAIS/D.Agri/2015-16

### Notification of Modified National Agricultural Insurance Scheme (MNAIS) for Kharif 2015-16

Read: Ministry of Agriculture Department of Agriculture & Co-operation, Government of India, New Delhi letter No. 13015/02/2012-Credit-II dated 20th March, 2015.

National Agricultural Insurance Scheme (NAIS) is being implemented in the notified areas for notified crops in Goa from Rabi 1999-2000 season in co-operation with Agriculture Insurance Company of India Ltd. (AIC), Mumbai to insulate farming community against agriculture risk. In view of representations, suggestions received from various levels, ongoing National Agricultural Insurance Scheme (NAIS) has been reviewed to make it more farmer friendly and accordingly the scheme has been modified as a new scheme namely Modified National Agricultural Insurance Scheme (MNAIS) by Government of India. MNAIS aims at sustainable production in agriculture sector there by ensuring food security, crop diversification and enhancing growth and competitiveness in Agriculture

sector besides protecting farmers from production risk. The scheme will be operational during Kharif 2015-16 season.

According to the decision taken in SLCCCI meeting held on 28th April, 2015, under the Chairmanship of Secretary (Agriculture), Government of Goa it has been decided to implement Modified National Agricultural Insurance Scheme (MNAIS) in co-operation with AIC of India on following conditions.

1. *Crops and area to be covered.*— MNAIS is to be implemented in two Districts namely North Goa and South Goa for Paddy, Pulses, Groundnut and Sugarcane in Kharif 2015-16 in notified clusters as shown in the Annexure I appended.

2. *Farmers to be covered.*— All farmers, mentioned below growing notified crops in notified areas are eligible for coverage under MNAIS—

(i) Individual owner-cultivator/tenant farmers/share croppers.

(ii) Farmers enrolled under contract farming, directly or through promoters/organizers.

(iii) Groups of farmers/societies services by Fertilizer Companies, Pesticide firms, Crops Growers associations, Self Help Group (SHGs), Non-Government Organization (NGOs) and others.

**This scheme will extend coverage component wise**

(a) *Compulsory component*— All farmers availing Seasonal Agricultural Operations (SAO) Loans from financial institutions (i.e. Loanee farmers) would be covered compulsorily under the scheme.

(b) *Voluntary component*— The scheme would be optional for Non-loanee farmers.

**3. Risks covered & exclusions.**—

**(A) Standing crop (sowing to harvesting)**

Comprehensive risk insurance is provided to cover yield losses due to non-preventable risks, viz:

- (i) Natural Fire and Lightning.
- (ii) Storm, Hailstorm, Cyclone, Typhoon, Tempest, Hurricane, Tornado etc.
- (iii) Flood, Inundation and landslide.
- (iv) Drought, dry spells.
- (v) Pests/Diseases etc.

**(B) Prevented Sowing/Planting Risk**

In case farmer of an area is prevented from sowing/planting due to deficit rainfall or adverse seasonal conditions, such insured farmer who failed to sow/plant (but otherwise has every intention to sow/plant and incurred expenditure for the purpose), shall be eligible for indemnity. The indemnity payable would be a maximum of 25% of the sum insured. The scale of payment will be worked out in consultation by implementing agency with experts.

**(C) Post harvest losses**

Coverage is available only upto a maximum period of two weeks from harvesting of these crops which are allowed to dry in the field after harvesting against specific perils of cyclonic rains in coastal areas, resulting in damage to harvested crop. Further, the coverage is available only up to a maximum period of 2 weeks from harvesting. Assessment of damage will be on individual basis.

**(D) General exclusions**

Losses arising out of war & Nuclear risks, malicious damage and other preventable risks shall be excluded.

4. *Sum insured/limit of coverage.*— The farmers desirous of insuring their agriculture crops shall apply in the prescribed format of Agricultural Insurance Company and adhere to the guidelines specified.

**Loanee Farmers:-** In case of Loanee farmers under compulsory component, the sum insured would be at least equal to the amount of crop loan sanctioned/advanced, which may be extended upto the value of the threshold yield of the insured crop at the option of insured farmer. Where value of the threshold yield is lower than the loan amount per unit area, the higher of the two is the Sum Insured.

Further, in case of Loanee farmers, the Insurance Charges payable by the farmers shall be financed by loan disbursing office of the bank, and will be treated as additional component to the Scale of Finance for the purpose of obtaining loan.

**Non-Loanee Farmers:-** For farmers covered on voluntary basis (Non-Loanee farmers), the sum-insured is upto the value of threshold yield of the insured crop. If the farmer so desires, he/she may be provided with higher level of risk coverage. Sum insured up to value of threshold yield of notified area with normal premium subsidy but sum insured above the value of threshold yield and upto 150% of the value of average yield without premium subsidy i.e. Farmer is required to pay premium at actuarial rates.

5. *Premium rates and Sum Insured for Paddy, Pulses, Groundnut and Sugarcane as per eligible level of indemnity.*

NCIP - MNAIS Premium Rate and Sum Insured Table

Season: Kharif 2015-16										
District	Crop	Level of Indemnity	Normal Coverage per Ha (upto value of T.Y. value)					Additional Coverage per Ha (beyond T.Y. and upto 150% of A.Y.)		Total coverage (per ha)
			Sum Insured (Rs.)	Actual premium Rate in (%)	Subsidized premium (payable by farmers) %	State Govt. Premium subsidy in (%)	GOI premium subsidy in (%)	Sum Insured to (Rs.)	Actuarial Premium Rate (in %)	Sum insured (Rs)
North Goa	Paddy	80%	43300	2.50	2.00	0.25	0.25	38000	2.50	81300
South Goa	Paddy	80%	40400	2.50	2.00	0.25	0.25	35400	2.50	75800
North Goa	Pulses	80%	28400	2.50	2.00	0.25	0.25	24800	2.50	53200
South Goa	Pulses	80%	26600	2.50	2.00	0.25	0.25	23300	2.50	49900
North Goa	Groundnut	80%	73900	2.50	2.00	0.25	0.25	64700	2.50	138600
North Goa	Sugarcane	80%	80500	2.50	2.00	0.25	0.25	70500	2.50	151000
South Goa	Sugarcane	80%	96200	2.50	2.00	0.25	0.25	84100	2.50	180300

The definition of small farmer is a farmer owning less than 2 hectares of land and a marginal farmer is a farmer owning less than 1 hectare of land.

Nodal Bank system applicable presently under NAIS will continue for MNAIS as well, wherein the insurance company is not required to deal with all loan disbursing points and deals only with designated “nodal points”, at district level which are mostly controlling offices.

*6. Scheme approach and unit of insurance.—*

*(A) Widespread calamities*

The scheme would operate on the basis of “Area Approach” i.e., Defined Areas (i.e. unit area of insurance for each notified crop for widespread calamities). The unit of insurance will be notified as cluster.

*(B) Localized risks*

In case of localized risks viz. hailstorm and landslide, the claims will be assessed on individual basis.

*7. Seasonality discipline.— (a) The seasonality discipline for Loanee and Non-Loanee farmers will be as under:—*

Activity	Period
Loaning period (Loan Sanctioned) for Loanee farmers covered on compulsory basis.	1st April, 2015 to 30th June, 2015
Cut-off date for receipt of proposals of farmers covered on voluntary basis, (Non Loanee)	30th June, 2015
Cut-off date for receipt of declaration of loanee farmers by A.I.C. covered on compulsory basis from bank	31st July, 2015
Cut-off date for receipt of declarations of farmers by A.I.C. covered on voluntary basis from banks (Non Loanee)	31st July, 2015

Farmers covered on voluntary basis can buy insurance before actual sowing/planting based on advance crop planning for the season. For any reason, if farmer changes the crop planned earlier at the time of buying insurance, such changes should be intimated to the financial institution at which insurance proposal was submitted, within 30 days from the cut-off date for buying insurance, accompanied by sowing certificate issued by concerned official of the state at village level. Where required, the farmer will pay the difference premium or implementing agency will refund difference in premium, as per the premium structure.

*8. Estimation of crop yield and submission of yield data.—* The State Government will plan and conduct the requisite number of Crop Cutting Experiments (CCEs) for notified crop (i.e. Paddy, Pulses, Groundnut and Sugarcane) in the notified insurance units in order to assess the crop yield. The State Government will maintain single series of Crops Cutting Experiments (CCEs) and resultant yield estimates, both for Crop Production Estimates and Crop Insurance. Planning and supervision for all CCEs will be of the same order as that of General Crop Estimation Surveys (GCES).

Minimum 10 crop cutting experiments should be conducted at Cluster of Village Panchayats wherever it has been decided to consider Cluster of Village Panchayats as insurance unit. It is directed to calculate compensation under this scheme considering average yield data based on the crop cutting experiments at Cluster of Village Panchayats.

The Directorate of Agriculture, Goa State should make arrangement to furnish the average yield based on the data of crop cutting experiments of the defined areas directly to the Agriculture Insurance Company of India Ltd. before 31st January, 2016 for Paddy, Pulses and Groundnut and 31st July, 2016 for Sugarcane crop.

*9. Threshold Yield.—* The Threshold Yield (TY) or Guaranteed yield for a crop in a Insurance Unit shall be the average yield of

the preceding 7 years excluding two year(s) in which a natural calamity such as drought, floods etc. may have been declared by the concerned Government/authority, multiplied by level of indemnity. However, it may be ensured that at least five years yield data is available for calculating the Threshold Yield. The proposals alongwith notification for excluding the two calamity years (drought, flood etc.) shall be submitted through the District Collectors of the concerned districts with respect to the notified insurance units of the taluka wherein MNAIS is to be implemented. Not more than two such years will be excluded from calculation of Threshold Yield even in instances where calamity years are more than two such during the preceding seven years.

#### 10. *Nature of coverage and indemnity.—*

##### (A) Widespread calamities

The scheme would operate on the basis of "Area Approach" i.e. Defined Areas for each notified crop for widespread calamities.

If the "Actual Yield" (AY) per hectare of the insured crop for the defined area (on the basis of requisite number of Crop Cutting Experiments) in the insured season, falls short of the specified "Threshold Yield" (TY), all the insured farmers growing that crop in the defined area are deemed to have suffered shortfall in their yield. The scheme seeks to provide coverage against such contingency.

**Indemnity** shall be calculated as per the following formula

$$\text{Claims payable} = \frac{\text{Shortfall in Yield}}{\text{Threshold Yield}} \times \text{Sum Insured}$$

**[Shortfall = Threshold Yield – Actual Yield]**

The claim will be settled solely on the basis of the yield data furnished by the Directorate of Agriculture arrived at through the crop cutting experiments (CCEs) conducted by the

State Government under the general crop estimation survey and not on any other basis.

##### (i) *On Account Payment of claims:—*

In case of adverse seasonal conditions during crop season, claim amount upto 25% of likely claims would be released in advance subject to adjustment against the claims assessed on yield basis. The on account payment will be considered only if the expected yield during the season is less than 50% of normal yield. The criteria for deciding on-account payment of claims shall be based on proxy indicators such as weather, agro-meteorological data/satellite imagery/acreage damaged or such other indicators to be decided by the Government, and will be implemented in States and for crops for which such proxy indicators can be established in the event of occurrence of such situation. Weather data recorded at IMD, State Government or any other public weather station will be used for the purpose.

In such an instance, insurance company based on declarations received from other authorized agencies or directly from farmers for such crops and areas affected by adverse season, shall work out likely claims which will occur based on end of season yield assessment, and will release claims upto 25% of likely claims, in advance to farmers (subject to receipt of premium subsidy) through nodal banks subject to adjustment against claims assessed on yield basis i.e. in case end of season yield based claims works out to the higher, then difference of claim would be payable and in case end of the season claim based on yield happens to be lower, then the insurance company reserves the right to recover excess claims so paid to farmers.

##### (ii) *Prevented sowing/planting claims:—*

The extent of claims payable will be decided in respect of the insurance unit area on the basis of rainfall position issued by the



concerned Indian Meteorological Department (IMD) for the area during the sowing season and acreage-sown particulars issued by the State Government. Other authentic rain gauge stations which the Government shall install for the purpose/insurer/insurer nominated agencies can also be considered for the purpose of measuring rainfall. The maximum claims payable will be 25% of the sum-insured. Having received indemnity based on prevented sowing/planting, the insurance cover is automatically terminated. However, due to non-availability of IMD rain gauge station in all selected taluka, the claim payable will be decided on basis of rainfall position available on State Government rain gauge stations at each taluka.

Due to non-receipt of sufficient rainfall or other weather adversities, farmers in one insurance unit may not be in a position to either sow or transplant crop or grow crop (failed at an early stage). When this incidence is widespread i.e. majority of area in one insurance unit remains unsown/failed sowing, (say, more than 75% of normal area) or as decided for various crops by SLCCCI at time of notification, then insurance company based on weather/rainfall position in insurance unit, as issued by concerned office of IMD during the season, and acreage-sown particulars received from State Government, shall decide extent of claims to be paid. In case of non-availability of IMD stations at a location or non-availability of IMD data on certain days, other authentic weather stations/rain gauge stations of State Government/Autonomous bodies/Agriculture Universities/Private agencies as approved by SLCCCI can also be considered for purpose of measuring weather parameters including rainfall.

DAC/State Government shall arrange weather/rainfall data from IMD/Other autonomous/Government bodies, to the insurance company, while data from private data providers shall be arranged by the

concerned insurance company. Area sown particulars shall also be provided by State Government/UT, within two months after end of normal sowing period.

Rainfall requirement for sowing a crop differs from crop to crop. Similarly, the quantum of inputs used before sowing (land preparation, seed fertilizer etc.) varies from crop to crop. Insurance company in consultation with SLCCCI shall assess extent of claims payable based on the weather/rainfall position, crop, acreage planted etc. and in any case maximum claims payable will be restricted to 25% of sum-insured. Having become eligible for prevented/failed sowing claim, insurance cover gets automatically terminated. Process of determining prevented/failed sowing being automated, farmers need not lodge any claim for prevented/failed sowing.

(B) Localized risks:

The losses would be assessed on individual basis in case of loss/damage resulting from occurrence of identified localized risks viz., hailstorm and landslide. The cost of inputs incurred until the time of occurrence of peril and the expected loss in final yield due to the peril, would form the basis for loss assessment. In case of localized risks, implementing agency may utilize the services of concerned department of the State Government such as Agriculture, Revenue and Rural Development.

Insured farmers who experience crop losses due to occurrence of localized perils/calamities, as notified by SLCCCI in the insurance unit (s) for the propose, will give immediate notice (in standard format) to insurance company through concerned financial institution/channel partner or directly, within 48 hours along with particulars of crop insured and extent and cause of damage. On receipt of loss intimation, insurance company shall depute Loss assessors (authorized loss assessors or

technical personnel of the company) to area for assessment of crop loss. District Revenue administration and Agriculture Department shall assist insurance company in assessing extent of crop loss. Localized calamities for this purpose are hailstorm and landslide.

Cost of inputs incurred until time of occurrence of peril, and expected loss in final yield due to peril, with form basis for loss assessment. In case claims settled under localized claims are less than 'area approach' claims, only balance claims shall be paid to insured farmers. However, if claims settled under localized calamities are higher than widespread calamity based claims, farmer is not required to refund balance claim.

Post harvest losses:—

In case of occurrence of specified peril of cyclone in coastal areas (as notified by State Government) resulting in damage to harvested crop lying in field in "cut & spread" condition, insured farmer has to lodge a written claim intimation in standard format to the insurance company through Nodal Bank/Intermediary or directly within 48 hours of occurrence of event. This coverage is available only upto maximum period of two weeks (14 days) from harvesting. Harvested crop bundled and heaped at a place before threshing is beyond coverage under post harvest losses.

Assessment of damage will be on individual plot basis. Insurance company will nominate an authorized loss assessor who will visit the field and assess damage and submit report to insurance company. Services of local officials of Bank and Agriculture/Revenue authorities, may be utilized for this purpose by insurance company.

Based on report submitted by loss assessor, insurance company will arrive at claim payable and loss as a percentage of sum insured. The claim payable will be higher of area approach

based claim and claim assessed for post harvest losses.

(C) Procedure of settlement of claims:

(a) Upfront premium subsidy from Government of India and concerned State Government, should have been received in full for the season, by insurance company to enable to settle the claim.

(b) In case of widespread calamity (end of season claims), once yield data is received from State Government as per the cut-off-dates decided, claims will be worked out as per Declarations received from banks/channel partners/insurance intermediaries for each notified area and claims will be approved by Competent Authority of insurance company.

(c) In case of farmers covered on compulsory basis, claim cheques alongwith claim particulars will be released to individual nodal banks and banks, at grass root level, will credit accounts of individual farmers and display particulars of beneficiaries on notice board.

(d) In case of farmers covered on voluntary basis, claim cheques in name of the insured farmers will be dispatched, either to individual farmers or routed through concerned channel partner for onward transmission on submission of advance discharge voucher by farmer.

(e) In case of claims under prevented/failed sowing, localized calamity, insurance company will get claims approved by their competent authority after assessment and shall release the claims as given in (c) and (d) above.

(f) Insurance company shall take all necessary steps to take appropriate reinsurance cover for their portfolio in order

to safeguard insuree's interests. In case premium to claims ratio exceeds 1:5 and insurance company fails to get appropriate cover, Government of India will provide protection to insurance company. For this purpose, Catastrophic fund at national level will be set up which would be contributed by Central and State Governments on 50:50 basis and overall loss exceeding 500% of gross premium will be met out of this fund.

(g) Disputed claims/substandard claims, if any will be referred through SLCCCI to Government of India for consideration by insurance company; and decision of Government of India in case of any interpretation of provisions of scheme or disputes will be binding on State Government/Insurance Company/Banks and the farmers.

(h) Unless lists of farmers are provided to insurance company, the claims and bank service charges would not be released.

**Important conditions/clauses applicable for coverage or risk:**

Insurance companies should have received the premium for coverage either from bank, channel partner, insurance intermediary or directly. Any loss in transit due to negligence by these agencies or non-remittance of premium by these agencies, insurance company is not liable for payment of claims.

In case of any substantial misreporting by nodal bank/branch in case of compulsory farmers coverage, concerned bank only shall be liable for such mis-reporting.

Insurance company will have discretion to accept or reject any risk of an insurance unit(s) for any crop(s) considering prevailing agricultural situation. Mere sanctioning/ /disbursement of crop loans and submission of

proposals/declarations and remittance of premium by farmer/bank, without explicit intent to raise the crop, does not constitute acceptance of risk by insurance company.

In the event of near total crop failure during early or mid season affecting entire insurance unit, insurance company shall adopt a graded scale indemnity settlement restricting indemnity to proportion of input cost upto that stage. Graded scale shall be worked out by insurance company in consultation with State Government. Wherever necessary, services of expert agencies may be availed, by insurance companies for arriving at graded scale of payment.

Insurance company, if deemed necessary, will investigate coverage on its own or by an agency appointed for the purpose and may utilize technologies, including satellite imagery for identification of anomalies in crop insurance coverage vis-à-vis actual field conditions. Upon identification of adverse phenomenon based on such investigation, insurance company has the right to scale down sum insured. In such cases no refund of premium paid by farmers shall be made by insurance company.

Where the acreage insured is more than the acreage sown under a particular crop at the insurance unit level, the insurance company can scale down the sum insured on pro-rata basis, and settle the claims on the scaled down sum insured. If needed, DAC may formulate separate guidelines for the purpose once the Committee set-up in this regard submits the report and the DAC accepts it.

11. *Commission & Bank service charges.*— The servicing banks are allowed 4% of premium as service charges.

12. *Service Tax.*— MNAIS is replacement scheme of NAIS and hence exempted from Service Tax at par with NAIS.



13. *Sharing of risk.*— All claims will be borne by the insurance company.

#### **Monitoring of the scheme and social audit**

(i) The Nodal Bank(s)/intermediaries may collect the list of individual insured farmers (both loanee & non-loanee) with requisite details like name, father's name, Bank Account number, village, categories – S&M/SC/ST/ /Women, insured acreage, insured crop(s), sum insured, premium collected, Govt. subsidy etc. from concerned branch in soft copy for further reconciliation and send the same to the concerned insurance company along with declarations of farmers within 15 days after final cut-off date. Yield data based on CCEs shall be made available to the concerned insurance company by the State Government within a month from the date of final harvest.

(ii) After receiving the claims amount from the concerned insurance companies, the financial institutions/banks should remit/ /transfer the claim amount to the account of beneficiaries farmers within a week and also display the list of the beneficiaries (both loanee & non-loanee) on the notice board of the branch within seven days with details of beneficiaries like Name of farmers/ /beneficiaries, crops insured, sum insured, amount of claims received etc. and send a copy to concerned insurance companies with utilization certificates within 15 days for further verification and audit.

(iii) The insurance companies should also send a copy of the list of beneficiaries received from financial banks alongwith the list of beneficiaries covered through other intermediaries to concerned Gram Panchayat within one month of disbursement of claims for displaying the same in the notice board for social audit etc.

(iv) About 5% of the beneficiaries may be verified by the Regional Offices/local level Offices of Insurance Companies and send the feedback to concerned District Level Monitoring Committee (DLMC) & State Government/State Level Co-ordination Committee on Crop Insurance (SLCCCI).

(v) At least 10% of the beneficiaries verified by the insurance company may be cross verified by the concerned District Level Monitoring Committee (DLMC) and send the feedback to State Government.

(vi) 1 to 2% of the beneficiaries may be verified by the Head Offices of the Insurance Company/Independent Agencies appointed by the Central Government/National Level Monitoring Committee and send the necessary feedback to Central Government.

14. *State Level Co-ordination Committee for Crop Insurance.*— The SLCCCI constituted as per the Government Order No. 3/4/Plan/NAIS/ /D. Agri/1999-2005/25 dated 27-09-1999 is authorized to oversee the implementation of MNAIS in the State.

15. The expenditure of this account should be debited to the budget head Demand No. 64 2401—Crop Husbandry; 119—Agricultural and Vegetable Crop; 01—National Crop Insurance Programme.

16. This Government Order is being issued as per approval given by the State Level Co-ordination Committee for Crop Insurance for Modified National Agricultural Insurance Scheme in the meeting held on 28th April, 2015.

By order and in the name of the Governor of Goa.

*Orlando Rodrigues*, Director & ex officio Joint Secretary (Agriculture).

Tonka-Caranzalem, 20th May, 2015.

## ANNEXURE – I

List of Village Panchayats/Clusters for Crop Cutting Experiments under Modified National Agriculture Insurance Scheme (MNAIS)

Sr. No.	Name of the cluster	Name of the Village Panchayat	Sr. No.	Name of the cluster	Name of the Village Panchayat
1	2	3	1	2	3
<b><u>NORTH GOA DISTRICT</u></b>					
<b><u>I) PERNEM</u></b>					
1	Pernem Cluster 1	1. Agarwada - Chopdem 2. Allorna 3. Arambol 4. Casarvane 5. Casne-Amere-Poroscodem 6. Chandel - Hassapur 7. Corgao 8. Dhargalim 9. Ibrampur 10. Mandrem	2	Pernem Cluster 2	1. Morjim 2. Ozorim 3. Paliem 4. Parcem 5. Querim - Terekhol 6. Tamboxem-Mopa- Uguem 7. Torxem 8. Tuem 9. Varcond - Nagzor 10. Virnoda
<b><u>II) BARDEZ</u></b>					
3	Bardez Cluster 1	1. Aldona 2. Anjuna - Caisua 3. Arpora - Nagoa 4. Assagoa 5. Assonora 6. Bastora 7. Calangute 8. Camurlim 9. Candolim 10. Colvale 11. Guirim	4	Bardez Cluster 2	1. Moira 2. Nachinola 3. Nadora 4. Nerul 5. Oxel 6. Parra 7. Penha-de France 8. Pilerne-Marra 9. Pirna 10. Pomburpa - Olaulim 11. Reis - Magos
5	Bardez Cluster 3	1. Revora 2. Saligao 3. Salvador-do-Mundo 4. Sangolda 5. Siolim - Marna 6. Siolim - Sodiem 7. Sirsaim 8. Socorro 9. Tivim 10. Ucassaim - Paliem - Punola 11. Verla Canca	<b><u>III) TISWADI</u></b>		
			6	Tiswadi Cluster 1	1. Azossim - Mandur 2. Batim 3. Carambolim 4. Chimbel 5. Chodan - Madel 6. Corlim 7. Cumbharjua 8. Curca - Bambolim - Talaulim 9. Golti - Naveli 10. Mercas

1	2	3	1	2	3
<b>III) TISWADI</b>			<b>IV) BICHOLIM</b>		
7	Tiswadi Cluster 2	1. Neura 2. St. Cruz 3. Siridao - Pale 4. St. Andre (Goa Velha) 5. St. Estevam 6. St. Lawrence (Agassaim) 7. Sao Matias 8. Se Old Goa 9. Taleigao	8	Bicholim Cluster 1	1. Advalpale 2. Amona 3. Cudnem 4. Carapur - Sarvan 5. Latambarcem 6. Mayem - Vaiguinim 7. Mencurem - Dhumacem 8. Mulgao 9. Naroa
<b>IV) BICHOLIM</b>			<b>V) SATTARI</b>		
9	Bicholim Cluster 2	1. Navelim 2. Ona - Maulingem - Curchirem 3. Pale - Cothombi 4. Piligao 5. Salem 6. Sirigao 7. Surla 8. Velguem	10	Sattari Cluster	1. Bhironde 2. Cotorem 3. Dongurli - Thane 4. Guleli 5. Honda 6. Maudi 7. Morlem 8. Nagargao 9. Pissurlem 10. Porim 11. Querim 12. Sanvordem
<b>VI) PONDA</b>			<b>VI) PONDA</b>		
11	Ponda Cluster 1	1. Bandora 2. Betora Nirankal - Conxem - Codar 3. Betki-Khandola 4. Bhoma - Adcolna 5. Borim 6. Cundaim 7. Curti Khandepar 8. Durbhat 9. Marcaim 10. Panchawadi	12	Ponda Cluster 2	1. Queula 2. Querim 3. Shiroda 4. Tivre - Orgao 5. Usgao - Ganjem 6. Veling - Priol - Cuncollem 7. Verem - Vaghurme 8. Volvoi 9. Wadi - Telaulim
<b>SOUTH GOA DISTRICT</b>					
<b>VII) SALCETE</b>					
13	Salcete Cluster 1	1. Ambelim 2. Aquem - Baixo 3. Assolna 4. Betalbatim 5. Camurlim 6. Cana-Benaulim 7. Carmona 8. Cavlossim 9. Chandor - Cavorim 10. Chinchinim - Deusaua 11. Colva 12. Curtorim 13. Davorlim - Dicarpale 14. Dramapur - Sirim 15. Guirdolim	14	Salcete Cluster 2	1. Loutolim 2. Macazana 3. Navelim 4. Nuvm 5. Orlim 6. Paroda 7. Raia 8. Rachol 9. Rumdamol - Davorlim 10. Sarzora 11. Seraulim 12. Sao Jose De Areal 13. Telaulim 14. Varca 15. Velim

1	2	3	1	2	3
<b>VIII) <u>MORMUGAO</u></b>			<b>IX) <u>QUEPEM</u></b>		
15	Marmugao Cluster	1. Cansaulim - Arossim - Cuelim	16	Quepem Cluster	1. Ambaulim
		2. Chicalim			2. Assolda
		3. Chicolna			3. Avedem - Cothombi - Chaifi
		4. Cortalim - Quelossim			4. Balli - Adnem
		5. Majorda - Utorda - Calata			5. Barcem - Quedem
		6. Nagoa			6. Caorem - Pirla
		7. Sancoale			7. Fatorpa - Quitol
		8. Velsao - Pale - Issorcim			8. Molcornem
		9. Verna			9. Morpirla
					10. Naqueri - Betul
					11. Xeldem
<b>X) <u>SANGUEM</u></b>			<b>XI) <u>DHARBANDORA</u></b>		
17	Sanguem Cluster	1. Bhati	18	Dharbandora Cluster	1. Collem
		2. Kalay			2. Dharbandora
		3. Curdi - Vadem			3. Kirlapal - Dabal
		4. Neturlim			4. Mollem
		5. Rivona			5. Sancordem
		6. Sanvordem			
		7. Uguem			
<b>XII) <u>CANACONA</u></b>					
19	Canacona Cluster	1. Agonda			
		2. Cola			
		3. Cotigao			
		4. Gaondongrim			
		5. Loliem - Polem			
		6. Poinguinim			
		7. Shristhal			

## Department of Finance

Audit Division

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**Notification**

1-31-2011-Fin (Audit)

The Governor of Goa in consultation with the Comptroller and Auditor General of India is pleased to entrust in public interest, the audit of the accounts of Goa State Compensatory Afforestation Fund Management and Planning Authority (CAMPA), Panaji, under section 20(1) of the Comptroller and Auditor General of India (Duties, Powers and Conditions of Service) Act, 1971 to the Comptroller & Auditor General of India for a period of 3 years from 1-4-2009 to 31-3-2012 on the terms and conditions specified in Annexure appended hereto.

By order and in the name of the Governor of Goa.

Dr. Sharat Chauhan, Commissioner & Secretary (Finance).

Porvorim, 18th May, 2015.

## ANNEXURE

## Terms and conditions

1. The CAG of India may suggest the appointment of a Primary Auditor to conduct the audit on his behalf and on the basis of directions/guidelines issued by him. Where such an auditor is appointed, the fees will be payable by the Institution

to that auditor. Where such an auditor is not appointed, expenditure incurred by CAG of India in connection with the audit will be payable to him by the Institution.

2. In addition to audit to be conducted by the Primary Auditors, where so appointed, CAG of India will have the right to conduct test check of the accounts and to comment on and supplement the report of the Primary Auditor.

3. The CAG of India or any person appointed by him in connection with the audit shall have the same rights, privileges and authority as the CAG has in connection with the audit of Government accounts.

4. The result of audit will be communicated by CAG or any person appointed by him to the Governing body who shall submit a copy of the report alongwith its observations to the Government. The CAG will also forward a copy of the report direct to Government.

5. The audit entrusted to the CAG in public interest will be for a period of 3 years accounts from 1-4-2009 to 31-3-2012 in the first instance, subject to review of the arrangement after that period.

6. The scope, extent and manner of conducting audit shall be as decided by the CAG of India.

7. The CAG will have the right to report to Parliament/State Legislature the results of audit at his discretion.



## Department of Labour

## Notification

24/21/2009-LAB-II(1)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalization of the said proposal.

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
UNSKILLED		
(1)	Helper	Rs. 284/- per day
(2)	Mazdoor Coolie/Labourer	
(3)	Office Boy	
(4)	Peon	
(5)	Cleaner	
(6)	Gardener	
(7)	Chowkidar/Watchman	
(8)	Manai/Hamal	
(9)	Sweeper	
(10)	Weigh man	
(11)	Bullock Cart Driver	
(12)	Water Carrier	
(13)	Attendant	
(14)	Messenger	
(15)	Porter	
(16)	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

(1)	(2)	(3)
SEMI-SKILLED		
(1) Assistant Cutter		Rs. 298/- per day
(2) Assistant Sharpner		
(3) Assistant Operator		
(4) Assistant Bensaw Man		
(5) Assistant Carpenter		
(6) Assistant Polisher		
(7) Assistant Mistri		
(8) Assistant Dharwala		
(9) Coalman		
(10) Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
SKILLED		
(1) Head Mistri		Rs. 306 /- per day
(2) Cutter		
(3) Supervisory		
(4) Sharpner/Dharwala		
(5) Cutter Machine Operator		
(6) Polisher		
(7) Artist		
(8) Driver		
(9) Painter		
(10) Carpenter		
(11) Bensaw Men		
(12) Upholsterer		
(13) Any other category, by whatever name called, doing the work of the nature done by the persons falling under foregoing entries.		
GENERAL STAFF		
(A) Supervisor in Charge		Rs. 322/- per day
(B) (1) Accountant		Rs. 312/- per day
(2) Office in Charge		
(C) (1) Accounts Clerk		Rs. 311 /- per day
(2) Cashier		
(3) Clerk		
(4) Store Keeper		
(D) Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

*Explanation:*

(I) (a) The minimum rates of wages as revised are all inclusive rates of wages including the wages for the weekly day of rest.

(b) The minimum daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.

(c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

(II) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one, which involves skill or competence required through experience on the job or through training as an apprentice or in a technical or Vocational Institute and the performance of which calls for initiative and Judgment.

(III) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or sub-contractors, etc., working in their employment.

(IV) Both male and female workmen shall be paid the same rates of wages revised for the category and for equal work.

(V) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(VI) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(VII) The minimum rates of wages payable to an adolescent shall be the same as payable to an adult and as revised under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

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### Notification

24/21/2009-LAB-II(2)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**" as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY-I		
(1)	Manager	Rs. 321/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Chemist	
(5)	Section Head	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Head Air-conditioning Operator	
(9)	Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries.	
CATEGORY-II		
(A)		
(1)	Machine Operator	Rs. 311/- per day
(2)	Air-conditioning Operator	
(3)	Fitter Operator	
(4)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
(B)		
(1)	Mechanic	Rs. 306/- per day
(2)	Refrigeration Mechanic	
(3)	Cashier	
(4)	Steno Typist	
(5)	Accounts Clerk/Driver	
(6)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

## CATEGORY-III

- |   |                   |
|---|-------------------|
| (1) Clerk   | Rs. 311/- per day |
| (2) Electrician   |                   |
| (3) Operator  |                   |
| (4) Store Keeper  |                   |
| (5) Sales Supervisory   |                   |
| (6) Car/Van Driver  |                   |
| (7) Laboratory Technician   |                   |
| (8) Loading Hand  |                   |
| (9) Store Clerk   |                   |
| (10) Assistant Operator   |                   |
| (11) Assistant Air Conditioner  |                   |
| (12) Operator   |                   |
| (13) Welder   |                   |
| (14) Any other category, by whatever name called,<br>doing the work of the nature done by the persons<br>falling under the foregoing entries. |                   |

## CATEGORY-IV

- |                          |                   |
|--------------------------|-------------------|
| (1) Laboratory Assistant | Rs. 284/- per day |
| (2) Trainee Lab. Chemist |                   |
| (3) Trainee Operator     |                   |
| (4) Trainee Charge Hand  |                   |
| (5) Gardener             |                   |
| (6) Bottle Washer        |                   |
| (7) Peon                 |                   |
| (8) Worker               |                   |
| (9) Watchman             |                   |
| (10) Labourer/Sweeper    |                   |
| (11) Boiler Attendant    |                   |
| (12) Assistant Fitter    |                   |
| (13) Assistant Operator  |                   |

*Explanation:*

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government by Agreement or settlement or contract or contractors' Regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor.
- (4) Both men and women workers shall be paid the same rate of wages revised for the category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (6) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.
- (7) Where part-time workers are employed, they shall be paid to pro-rata basis in accordance with the number of hours of work done.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.



**Notification**

24/21/2009-LAB-II(3)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products**", as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 284/- per day
(II)	Semi-skilled	Rs. 304/- per day
(III)	Skilled	Rs. 332/- per day
(IV)	Highly skilled/Supervisory	Rs. 361/- per day
(V)	Clerical	Rs. 329/- per day

**Explanation:**

(1) (a) The minimum rates of wages shall consist of inclusive rates of wages for the weekly day of rest.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed/revised shall be computed by dividing the minimum rates of monthly wages fixed/revised for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.

(c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed/revised shall be computed by multiplying the daily rate by 26.

(2) (a) Unskilled work is one which involves simple operation requiring no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job or through training as apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(d) Highly skilled means work which calls for degree or perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

(3) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc. working in their employment.

(4) Both male and female workmen shall be paid the same rates of wages as revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification

(6) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

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### Notification

24/21/2009-LAB-II(4)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and Sale of Electronic Products"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and sale of Electronic Products”**, as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) Unskilled		Rs. 284/- per day
(II) Semi-skilled		Rs. 292/- per day
(III) Skilled		Rs. 302/- per day
(IV) Highly Skilled		Rs. 322/- per day
(V) Clerical		
	(i) Clerk/Typist	Rs. 312/- per day
	(ii) Clerk with graduation	Rs. 334/- per day

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment the rates of wages revised under this Notification are lower than the rates of wages fixed by agreement/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages, revised under this Notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers have to be paid the same rates of wages revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(6) (a) Unskilled work is done which involves simple operation requiring little or no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(d) Highly skilled means work which calls for degree or perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

### Notification

24/21/2009-LAB-II(5)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cinema Exhibition Industry**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Cinema Exhibition Industry**", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

#### CATEGORY – I

(1) Manager	Rs. 302/- per day
(2) Head Clerk	

(1)	(2)	(3)
(3) Auditor		Rs. 302/- per day
(4) Head Operator/Chief Operator/First Operator		
(5) Head Air-Conditioning Operator		
(6) Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.		
CATEGORY-II		
(1) Assistant Manager		Rs. 295/- per day
(2) Supervisor		
(3) Stenographer		
(4) Clerk		
(5) Telephone Operator		
(6) Typist		
(7) Wireman		
(8) Car/Van Driver		
(9) Operator		
(10) Electrician		
(11) Storekeeper		
(12) Store Clerk		
(13) Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.		
CATEGORY-III		
(1) Assistant Operator		Rs. 286/- per day
(2) Assistant Air-Conditioning Operator		
(3) Carpenter		
(4) Tinsmith		
(5) Painter/Artist		
(6) Winder/Rewinder/Cabin Boy		
(7) Booking Clerk		
(8) Assistant Store-keeper		
CATEGORY-IV		
(1) Door Keeper		Rs. 284/- per day
(2) Caretaker		
(3) Reliever		
(4) Lift-man		
(5) Watchman		
(6) Oilman		
(7) Hamal		
(8) Helper		
(9) Battery Boy		
(10) Posterman		
(11) Sweeper		
(12) Cleaner		
(13) Mali		
(14) Gardener		
(15) Peon		
(16) Office Boy		



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(17) Cycle Stand Boy	Rs. 284/- per day
(18) Handbill Boy	
(19) Attendant	
(20) Messenger	
(21) Announcer	
(22) Scavenger	
(23) Manai/Labourer	
(24) Polishwala	

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*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors' regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages as revised under this notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid the same rate of wages revised for the same category or for equal work.

(5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than minimum rates of wages revised for the class/category to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

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**Notification**

24/21/2009-LAB-II(6)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) UNSKILLED		
(1)	Helper	Rs. 284/- per day
(2)	Thread Cutter	
(3)	Sweeper	
(4)	Peon	
(5)	Labourer	
(6)	Employees with any other designation which falls within the ambit of the fore going entries and which when compared to their skills, are not considered as semi-skilled workers.	
(II) SEMI-SKILLED		
(1)	Button Stitcher	Rs. 294/- per day
(2)	Button Holders	
(3)	Patter Tracers	
(4)	Kaj Operators	
(5)	Ironing	
(6)	Asstt. Tailor	
(7)	Asstt. Stitcher	
(8)	Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or Juniors.	
(III) SKILLED		
(1)	Master Tailor	Rs. 306/- per day
(2)	Cutter	
(3)	Designer	
(4)	Driver	
(5)	Machine Operator	
(6)	Stitcher	
(7)	Employees with any other designation falling within the ambit of foregoing category and	

(1)	(2)	(3)
shall include those directly connected with the manufacturing of readymade garments and employed for jobs connected with final finished products.		
(IV) CLERICAL		
(1) Typist		Rs. 312/- per day
(2) Telephone Operator		
(3) Receptionist		
(4) Accounts Clerk		
(5) Store Keeper		
(6) Employees with any other designation falling within the ambit of foregoing Category.		

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors' regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor, etc.

(3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid the same rates of wages revised for the same category or for equal work.

(5) Where, part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece rate basis, the minimum rates of wages, payable to them shall be at the rate not less than minimum rates of wages revised for the class/category to which he/she belongs under this notification.

(7) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

**Notification**

24/21/2009-LAB-II(7)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients"**, as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) HIGHLY SKILLED		
(A) (1)	Secretary	Rs. 376/- per day
(2)	Lab Technician	
(3)	X-Ray Technician	
(4)	Senior Physiotherapist	
(5)	Senior Occupational Therapist	
(6)	Medical and Psychiatrist Social Worker.	
(B) (1)	Assistant Manager	Rs. 336/- per day
(2)	Head Clerk	
(3)	Supervisor	
(4)	Accountant (Senior)	
(5)	Steward	
(6)	Head Cook	
(7)	Slimming Coach	
(8)	Junior Physician	
(9)	Ayurvedic Physician (Diploma)	

(1)	(2)	(3)
(10) Homoco Physician (Diploma)		Rs. 336/- per day
(11) Office Superintendent		
(12) Auditor (Senior)		
(13) Malaria Inspector (Senior)		
(14) Senior Surveillance Inspector		
(15) Treatment Organizer		
(16) B.C.G. Team Leader		
(II) SKILLED		
(A)(1) Home Sister		Rs. 324/- per day
(2) Theatre Sister		
(3) Nursing Sister		
(4) Public Health Nurse		
(5) Ward Sister		
(6) Theatre Master		
(7) Medico Social Worker		
(8) Staff Nurse		
(9) Health Visitor		
(10) Dietician		
(11) Senior Technical Asstt.		
(12) Senior Technical Asstt. (Resp.)		
(13) Senior Technical Asstt. (Nuclear)		
(14) Senior Scientific Asstt. (Endocrine)		
(15) Scientific Asstt. (Dial)		
(16) Senior Scientific Asstt. (Endlos)		
(17) Senior Pharmacist		
(18) Siomicroscopic		
(19) Tutor Radiology		
(20) Theatre Supervisor		
(21) Tech. Supervisor (Lab)		
(22) Senior Photographer		
(23) Physiotherapist		
(24) Occupation Therapist		
(25) Chief Hospital Pharmacist		
(26) Selection Grade Pharmacist		
(27) Sanitary Inspector		
(28) Audio Usual Technician		
(29) Telephone Operator		
(30) Field Assistant		
(31) Blacksmith (Class I)		
(32) Malaria Inspector		
(33) Surveillance Inspector.		
(B)(1) Assistant Home Sister		Rs. 304/- per day
(2) Assistant Theatre Sister		
(3) Assistant Public Health Nurse		
(4) Assistant Nursing Sister		
(5) Assistant Medico Social Worker		
(6) Assistant Chief Hospital Pharmacist		
(7) Technical Asstt. Radiologist		
(8) Technical Asstt. (CSSD)		
(9) Technical (Bio-Chemistry)		

(1)	(2)	(3)
(10)	Technical (Dialysis)	Rs. 304/- per day
(11)	Technical (Contechnence)	
(12)	Technical (B.Bank)	
(13)	Technical (Anaesthesia)	
(14)	Technical (Allergy-Clinic)	
(15)	Technical (Life Saving)	
(16)	Statistical Assistant	
(17)	Assistant Dietician	
(18)	Electrician	
(19)	Workshop Supervisor	
(20)	Radiographer Senior	
(21)	Theatre Technician	
(22)	E.C.G. Technician	
(23)	Technician	
(24)	Pharmacist	
(25)	Lab. Technician	Rs. 291/- per day
(26)	Dental Hygienist	
(27)	Dental Mechanic	
(28)	C.C.U. Assistant	
(29)	Urban Leprosy Assistant	
(30)	Telephone Monitor	
(31)	Artist	
(32)	Cook	
(33)	Tailor	
(34)	Compounder	
(III) SEMI-SKILLED		
(1)	Dresser	Rs. 284/- per day
(2)	Lab. Attendant	
(3)	C.S.S.D. Attendant	
(4)	Dark Room attendant	
(5)	Senior Ward Orderlies	
(6)	Animal Attendant	
(7)	Auxiliary Nurse/Midwife	
(8)	Washerman (Dhobi)	
(9)	Barber (Hair Cuter)	
(10)	Optician	
(11)	Lin Operator	
(12)	Blacksmith	
(IV) UNSKILLED		
(1)	Sweeper	Rs. 284/- per day
(2)	Watchman	
(3)	Ward Boy	
(4)	Peon	
(5)	Ray Boy	
(6)	Laboratory Boy	
(7)	Dental Boy	
(8)	Ayas	
(9)	Mali	
(10)	Helper	
(11)	Laundry Boy	

(1)	(2)	(3)
(12) Cook Mate		Rs. 284/- per day
(13) Kitchen Mate		
(14) Kitchen Servant		
(15) Barber		
(16) Attendant		
(17) Table Maid/Ward Supplier		
(18) Scavenger		
(19) Gate Keeper		
(20) Cleaner		
(21) Woman Labourer		
(22) Record Lifter		
(23) Library Attendant		
(24) Office Attendant		
(25) Dark Room Attendant		
(26) Van Cleaner		
(27) Sampling Helper		
(28) Night Watchman		
(29) Helper (In Physiotherapy Section)		
(30) Stretcher Bearer		
(31) Female Attendant		
(32) Utensil Worker		
(33) Dish-in-action Attendant		
(34) Mess Servant		
(35) Caretaker		
(36) Rice Cleaner (Women)		
(V) CLERICAL		
(1) Clerk/Office Attendant		Rs. 315/- per day
(2) Telephone Attendant		
(3) Typist		
(4) Cashier		
(5) Steno Typist		
(6) Reception		

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government/Central Wages Board or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(3) The minimum wages revised under this Notification are applicable to employees engaged by the principal employer or contractors of sub-contractor, etc.



(4) The minimum rate of wages as revised consists of all inclusive rate including the wages for the weekly day of rest but does not include daily bhatta/food allowance.

(5) Both male and female workers have to be paid the same rates of wages as revised for the same category and for equal work

(6) In case of employee employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

### Notification

24/21/2009-LAB-II(8)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) UNSKILLED		
(1) Chowkidar		Rs. 284/- per day
(2) Watchman		

(1)	(2)	(3)
(3)	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	Rs. 284/- per day
(II) SEMI-SKILLED		
(1)	Security Guard (without arms)	Rs. 301/- per day
(2)	Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	
(III) SKILLED		
(1)	Security Guard (with arms);	Rs. 318/- per day
(2)	Head Guards (fire fighting);	
(3)	Supervisory;	
(4)	Any other category, by whatever name called, which are of skilled nature.	

*Explanations:-*

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ /settlement or contractor's regulations attached to the conditions of contract, the higher rated would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.

(3) In case of employees employed on part-time basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(4) The minimum rates of wages as revised consist of all inclusive rates including the wages for the weekly day of rest.

(5) An ex-serviceman employed as security guard (with arms or without arms) shall fall in the respective skilled or semi-skilled category, as the case may be, and a security guard who is a non-ex-serviceman, whether called Chowkidar or Watchman, shall fall in the unskilled category unless he is categorized as skilled or semi-skilled by the concerned employer.

(6) Both male and female workers shall be paid the same rates of wages as revised for the same category and for the equal work.

(7) In case of employees employed on piece rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

**Notification**

24/21/2009-LAB-II(9)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on"**, as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

**(I) UNSKILLED**

(1) Peon	Rs. 284/- per day
(2) Mazdoor	
(3) Cleaner	
(4) Helper	
(5) Delivery Bagman	
(6) Sweeper	
(7) Head Operator	
(8) Carpenter-Helper	
(9) Stone Grinder	
(10) Rotary Baller	
(11) Store Baller	
(12) Labourer (Manai)	
(13) Cylinder Baller	
(14) Any other categories, by whatever names called, which are of unskilled nature.	

(1)	(2)	(3)
(II) SEMI-SKILLED		
(1) Assistant Camera Operator		Rs. 286/- per day
(2) Assistant Transfer Printer		
(3) Assistant Etcher		
(4) Letter Press Feeder		
(5) Checker		
(6) Distributor		
(7) Packer		
(8) Embossing Machineman		
(9) Assistant Toucher		
(10) Assistant Copy Paster		
(11) Flat Bed Feeder		
(12) Varnisher		
(13) Wax Machineman		
(14) Cold Powderer		
(15) Wireman		
(16) Type-cutter		
(17) Nine-Baller		
(18) Proof Puller		
(19) Tally Pressman		
(20) Type Dresser		
(21) Roller Maker		
(22) Roller Cutter		
(23) Plate Grainer		
(24) Knife Sharpner		
(25) Ink Grinder		
(26) Wire Stitcher		
(27) Perforator		
(28) Lable Puncher		
(29) Rulling Machine Feeder		
(30) Reaming Man		
(31) Metal Caster		
(32) Any other categories, by whatever names called, which are of semi-skilled nature.		
(III) SKILLED WORKERS		
(A)(1) Lino Operator		Rs. 302/- per day
(2) Mono Operator		
(3) Lino Mechanic		
(4) Foreman		
(5) Head Proof Reader		
(6) Sub Editor		
(7) Reporter		
(8) Offset Foreman		
(9) Camera Operator		
(10) Rotary Foreman		
(11) Flatbed Operator		
(12) Artist		
(B)(1) Ludio Operator		Rs. 295/- per day
(2) Proof Reader		
(3) Printer		

(1)	(2)	(3)
(4) Hand Pressman		Rs. 295/- per day
(5) Offset Plate Maker		
(6) Copy Paster		
(7) Punch Maker		
(8) Electrician		
(9) Assistant Foreman		
(10) Cylinder Pressman		
(11) Compositor		
(12) Imposer		
(13) Mono Caster		
(14) Binder		
(15) Cutter		
(16) Carpenter		
(17) Box Puncher		
(18) Mounter		
(19) Any other categories, by whatever names called, which are of skilled nature.		
(IV) GENERAL		
(A)(1) Head Clerk		Rs. 302/- per day
(2) Accountant		
(3) Supervisor		
(B)(1) Clerk		Rs. 295/- per day
(2) Typist		
(3) Cashier		
(4) Telephone Operator		
(5) Time Keeper		
(6) Booking Clerks		
(7) Receptionist		
(8) Accounts Assistant		
(9) Steno Typist		
(10) Store Keeper		

*Explanation:*

(1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' hereto and revised accordingly. If any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

(2) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government/Central Wage Board or by agreement, settlement or contract or contractors regulations attached to the conditions of contract, than the higher wages would be payable as minimum wages under this Notification.

(3) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill, or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(4) The minimum rates of wages are applicable to employees engaged by the principal employer/s or contractors or sub-contractors, etc.

(5) The minimum wages revised is an all-inclusive rate including the wages for the weekly day of rest but does not include any bhatta/food allowances.

(6) Both male and female employee shall be paid the same rates of wages revised for the same category and for equal work.

(7) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/ category, to which he belongs under this Notification.

#### ANNEXURE 'A'

##### Norms of Work

Sr. No.	Category	Mode of Work	Minimum daily Production
(1)	(2)	(3)	(4)
(1)	Mono-Operator	12 points English 12 points Devanagri	40.000 cms. 25.000 cms.
(2)	Mono-Caster	— do —	42.000 cms. 42.000 cms.
(3)	Page Making	20x26 cent, 20x30 cent 16 pages	2 Forms.
(4)	Imposer	20x30 cent 16 pages	5 Forms.
(5)	Lino-Operator	12 points English	30.000 cms.
(6)	Hand Composing	12 points English	3.000 corrected cms.
	(with Distribution)	12 points Devanagri (Akand Types)	2.000 corrected cms.
		12 points Devanagri (Degree Types)	1.600 corrected cms.
(7)	Distributor	12 points English	10.200 cms.
		12 points Devanagri (Akand Types)	08.000 cms.
		12 points Devanagri (Degree Types)	06.000 cms.
(8)	Type Casting	12 points Super Cast	12 kg. 30 kg.
(9)	Proof Reader	16 pages 9 cent x 13 cent (Two Languages)	

(1)	(2)	(3)	(4)
(10)	Printing on Cylinder With make ready	44½ x 57 cent.	06.000 copies
	Platten (Power) with Ready	25½ x 38 cent	06.000 copies
	Printing on Cylinder Without make ready	44½ x 57 cent	7.500 copies
	Platten (Power) Without make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on foot) with make ready.	25½ x 38 cent	8.500 copies
	Printing on Traddle (on Foot) without make ready	25½ x 38 cent	6.000 copies
(11)	Machine Folding	Double Fold other Large size paper	20.000 papers 15.000 papers
(12)	Hand Folding	Form of the three folds	3.000 papers
(13)	Collating	44½ x 57 cms	15,000 Forms
(14)	Ruling on hand fed machine	34 cms x 43 cms sheets	11,000 papers
(15)	Stitching by hand	6 quires, 3 stitching Sections	1,600 Forms
(16)	Stitching by machine	- do -	8,000 Forms.
(17)	Wire Stitching (Power Driver Machine)		6,000 (Two pins)
	Wire Stitching (Foot Operated machine)		10,000 (one pin) 6,000 (one pin)
(18)	Hand Numbering Consecutive	10.000 per day	1,20,000 digits per day.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

#### Notification

24/21/2009-LAB-II(10)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after



the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **“Employment in Processing and Canning of Food Stuff including Fish and Beverages”**, as shown in the Schedule below:—

#### SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

#### CATEGORY – I

(A)(1) Supervisor-in-charge	Rs. 321/- per day
(2) Accountant	
(3) Head Operator	
(4) Head Conditioning Operator	
(5) Chemist	
(6) Sales Supervisor	
(7) Head Operator	
(8) Office-in-Charge	
(9) Any other category, by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	
(B)(1) Storekeeper	Rs. 311/- per day
(2) Clerk	
(3) Steno Typist	
(4) Supervisor	
(5) Driver	
(6) Salesman Operator	
(7) Grader	
(8) Washing Machine Operator	
(9) Cashier	
(10) Electrician	
(11) Carpenter	
(12) Refrigerator	
(13) Mechanic/Operator	
(14) Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

(1)	(2)	(3)
CATEGORY-II		
(1) Junior Mechanic		Rs. 299/- per day
(2) Assistant Store Keeper		
(3) Dealing Boy		
(4) Mechanic Operator		
(5) Processor		
(6) Peeling Mechanic Operator		
(7) Machine Operator		
(8) Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY-III		
(1) Grinder		Rs. 284/- per day
(2) Mixer		
(3) Cleaner/Washer Helper		
(4) Peeler		
(5) Labourer		
(6) Bottle Loading Operator		
(7) Gardener		
(8) Ice Loader		
(9) Loader		
(10) Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or contractors regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) Both male and female workers shall be paid the same rates of wages revised for the same category or for equal work.

(5) The minimum rates of wages payable to an adolescent shall be the same as revised under this Notification for an adult.

(6) Where part time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

(7) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category, to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

**Notification**

24/21/2009-LAB-II(11)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
<b>CATEGORY-I</b>		
I. (1) Grader		Rs. 284/- per day with a work load of 100 kg Per day
(2) Roaster		
(3) Packer		
(4) Soldere		
(5) Dryer (bhattiwala)		
(6) Soaker		
(7) Carpenter		
(8) Stencillor		
(9) Bag Carriers		
(10) General Workers		
(11) Peon		
(12) Watchman		
(13) All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. No. (2) to (12) above.		
(14) Supervisory (Grading)		Rs. 292/- per day
(15) All other employees, by whatever name called, doing the work analogous to the work done by		

(1)	(2)	(3)
	the category of employee specified at Sr. No. (14) above.	
(16)	Clerk (with qualification S.S.C.E. and above)	Rs. 292/- per day
(17)	Typist	
(18)	Cashier	
(19)	Storekeeper	
(20)	Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (16) to (19) above.	
(21)	Driver	Rs. 302/- per day
(22)	Sheller and Peeler	Rs. 18.93 per kgs. with the work load of 15 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

*Conditions:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or contract or contractor's regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid have to be paid the same rates of wages revised for the category and for equal work.

(5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for class/category, to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

**Notification**

24/21/2009-LAB-II(12)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Brick and Tiles Manufacture**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Brick and Tiles manufacture**", as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

**CATEGORY-I**

(1) Foreman	Rs. 315/- per day
(2) Mistri	
(3) Production Superintendent	
(4) Technician Grade	
(5) Production In Charge	
(6) Chief Operator	
(7) Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	

**CATEGORY-II**

(1) Pressman	Rs. 308/- per day
(2) Mistry	
(3) Operator	
(4) Machine Operator	
(5) Supervisor	
(6) Moulder	
(7) Machine Mechanic	
(8) Mechanic	
(9) Tiles Salter	

(1)	(2)	(3)
(10) Colour Mixerer		Rs. 308/- per day
(11) Draftman		
(12) Electrician		
(13) Carpenter		
(14) Fitter		
(15) Turner		
(16) Welder		
(17) Crusher Operator		
(18) Technician		
(19) Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY-III		
(1) Assistant Supervisor		Rs. 292/- per day
(2) Assistant Electrician		
(3) Assistant Carpenter		
(4) Assistant Turner		
(5) Assistant Welder		
(6) Assistant Machine Operator		
(7) Assistant Fitter		
(8) Assistant Fireman		
(9) Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY-IV		
(1) Clay Slakers		Rs. 284/- per day
(2) Helpers		
(3) Labourer		
(4) Sweeper		
(5) Peon		
(6) Gardener		
(7) Hamal		
(8) Worker		
(9) Coolie		
(10) Office Boy		
(11) Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
ADMINISTRATION – V		
(1) Manager		Rs. 325/- per day
(2) Head Clerk		
(3) Accountant		
(4) Senior Store Keeper		
(5) Store Superintendent		
(6) Stenographer		
CLERICAL – VI		
(1) Clerk		Rs. 315/- per day
(2) Store Keeper		

(1)	(2)	(3)
(3) Store Clerk		Rs. 315/- per day
(4) Accounts Clerk		
(5) Cashier		
(6) Typist		
(7) Telephone Operator		

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ /settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rate of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers have to be paid the same rates of wages fixed for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/ /category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

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**Notification**

24/21/2009-LAB-II(13)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa,



before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) Unskilled		Rs. 284/- per day
(II) Semi-skilled		Rs. 305/- per day
(III) Skilled		Rs. 335/- per day
(IV) Highly-Skilled		Rs. 356/- per day
(V) Clerical		Rs. 325/- per day

*Explanation:*

(1)(a) *Unskilled*:- Unskilled work is one which involves simple operation requiring no skill and includes workmen such as labourers, helpers, sweepers, hamals/coolies, etc.

(b) *Unskilled*:- Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

(c) *Semi-Skilled*:- Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory.

(d) *Highly Skilled*:- Highly skilled means work which calls for high degree of perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

(2) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/ /settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.

(4) Both male and female workers have to be paid the same rates of wages as revised for the particular category and for equal work.

(5) In case of employee employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rate revised under this Notification.

(6) The minimum rates of wages revised are all inclusive including for weekly day of rest.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

### Notification

24/21/2009-LAB-II(14)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

### DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

#### (I)(A) UNSKILLED

(1) Belder	Rs. 285/- per day
(2) Brick moulder	
(3) Chainman	
(4) Chowkidar	
(5) Cleaner	
(6) Gardener	

(1)	(2)	(3)
(7) Driver with hand cart		Rs. 285/- per day
(8) Hedge cutter		
(9) Mali		
(10) Slinger		
(11) Peon		
(12) Sewer man		
(13) Title Turner		
(B) UNSKILLED		
(1) Bhisti		Rs. 284/- per day
(2) Bullock Cart driver		
(3) Coolie		
(4) Hamal		
(5) Khalasi		
(6) Labourer		
(7) Manai		
(8) Mazdoor		
(9) Sweeper		
(10) Watchman		
(11) Water Carrier		
(12) Bajri Spreader		
(13) Beatr Woman		
(14) Bellow Woman		
(15) Bucker man		
(16) Carrier (Stone)		
(17) Cart man		
(18) Care taker (Bridge)		
(19) Cleaner		
(20) Concrete (hand mixer)		
(21) Draffadar		
(22) Driver (bullock)		
(23) Flag Man		
(24) Gangman		
(25) Kamin		
(26) Gate Man		
(27) Kamp man		
(28) Searcher		
(29) Signal Man		
(30) Striker		
(31) Trolly man		
(32) Valve Controller		
(33) Wodederman		
(34) Berryman		
(35) Mucchers, Jamdars		
(36) Singers		
(37) Any other category by whatever name called which are of unskilled nature		
(II) SEMI-SKILLED/UNSKILLED SUPERVISORY		
(1) Brick Layer (Class II)		Rs. 295/- per day
(2) Cook		
(3) Carpenter		

(1)	(2)	(3)
(4) Driller (hole rock)		Rs. 295/- per day
(5) Driller		
(6) Excavator		
(7) Fitter (Assistant Semi-skilled)		
(8) Head Surveyor		
(9) Blacksmith		
(10) Mason (brick layer, second class)		
(11) Quarry man		
(12) Quarry operator		
(13) Male (Blacksmith Carpenter)		
(14) Stone breaker		
(15) Stone man		
(16) Stone cutter (Higher Grade)		
(17) Upholstered (Grade II)		
(18) Sewer Layer (1st Class and Hatcher)		
(19) Bearer		
(20) Bhisti (with mask)		
(21) Belder		
(22) Artisan Helper		
(23) Brick/Tile Moulder		
(24) Cane Weaver		
(25) Charpoy/Stringer		
(26) Cleaner (Truck Roller Concrete Mixer etc.)		
(27) Colour/White Washer		
(28) Cane Man		
(29) Daftri		
(30) Fireman		
(31) Glazier		
(32) Fitter		
(33) Head Chowkidar		
(34) Bhandhari		
(35) Mate		
(36) Mazdoor		
(37) Pump Attendant		
(38) Sprayman (Bitumen, Tar, etc.)		
(39) Stone Cutter		
(40) Tinsmith		
(41) Farrash		
(42) Mukadam		
(43) Laboratory Boy		
(44) Racjam		
(45) Balshawala		
(46) Bhisti		
(47) Cane Weaver		
(48) Chain Man (Head)		
(49) Driller		
(50) Driller (Hole Rock)		
(51) Fireman		
(52) Gate Keeper		
(53) Grinder		
(54) Garser-cum-Fireman		
(55) Hammerman		
(56) Jamadar		

(1)	(2)	(3)
(57) Oilman		Rs. 295/- per day
(58) Storeman		
(59) Boilerman		
(60) Any other category, by whatever name called, which are of semi-skilled nature.		

## (III) (A) SKILLED

(1) Assistant Artist. Painter	Rs. 301/- per day
(2) Armature Winder (Grade II)	
(3) Mistry Grade I	
(4) Oil Painter Class I	
(5) Plumber Licensed, Class I	
(6) Mason (Plaster of Paris Wall)	
(7) Any other category, by whatever name called, which are of skilled category	

## (B) SKILLED

(1) Brick Layer Mason (Class I)	Rs. 296/- per day
(2) Blacksmith (Class I)	
(3) Carpenter (Class I)	
(4) Concrete Mixer Maker	
(5) Concrete Mixer Operator	
(6) Driver (Road Roller, Concrete Mixer Truck)	
(7) Driver (Motor Vehicle)	
(8) Driver (Truck, Diesel Engine)	
(9) Distemperer	
(10) Electrician	
(11) Head man (Wall sinking)	
(12) Mason (Stone Work)	
(13) Mistri	
(14) Gladier	
(15) Line man	
(16) Machinist	
(17) Mechanic	
(18) Meter Reader	
(19) Moulder	
(20) Head Cook	
(21) Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, vibrator etc.)	
(22) Plaster	
(23) Plumber	
(24) Driver	
(25) Pump man	
(26) Pump engine driver	
(27) Stone Cutter (Class I)	
(28) Upholsterer	
(29) Stone Chiseller	
(30) Painter (Oil painter Class II, letter writer)	
(31) Fitter	
(32) Tinsmith	

(1)	(2)	(3)
(33) Wood Cutter		Rs. 296/- per day
(34) White Washer (Grade I)		
(35) Trade man		
(36) Turner		
(37) Work Assistant		
(38) Tracer Technical assistant		
(39) Tracer		
(40) Technical assistant		
(41) Cabinet maker		
(42) Moulder (Brick tiles)		
(43) Road inspector		
(44) Panmon		
(45) Navgani		
(46) Typrex Vulcaniser		
(IV) (A) HIGHLY SKILLED		
(1) Mason (plaster of Paris ornamental work and ceiling)		Rs. 309/- per day
(2) Painter (Artist First Class)		
(3) Foreman		
(B) HIGHLY SKILLED		
(1) Assistant Foreman		Rs. 304/- per day
(2) Armature (Winder Grade I)		
(3) Furniture Carpenter		
(4) Fitter		
(5) Head Mistri		
(6) Highly skilled electrician		
(7) Head Plumber		
(8) Head Mechanic		
(9) Mason (Stone work ornamental)		
(10) Tinsmith		
(11) Welder		
(12) Wireman (Grade I)		
(13) Welder-cum-fitter		
(14) Decorator		
(15) Air-conditioner		
(16) Any other category, by whatever name called involving work of highly skilled nature		
(V) CLERICAL		
(1) Clerk		Rs. 301/- per day
(2) Commuter		
(3) Store Clerk		
(4) Store issue		
(5) Accounts Clerk		
(6) Store Keeper (Grade I, II, etc.)		
(7) Tally Clerk		
(8) Time Keeper		
(9) Tool Keeper		
(10) Telephone Operator		

(1)	(2)	(3)
(11) Typist		Rs. 301/- per day
(12) Computer		
(13) Any other category, by whatever name called, which are of Clerical nature.		
(VI) SUPERVISORY		
(1) Section Officer/Junior Engineers		Rs. 312/- per day
(2) Supervisor		
(3) Overseer		
(VII) SPECIAL		
(1) Bullock-Cart Man with double Bullocks		Rs. 326/- per day
(2) Bullock-Cart Man with single Bullock.		

*Explanation:*

(1) Where, in any area/establishment in the Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ settlement or contractor's regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under Notification.

(2)(a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training or as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rate of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.

(5) Both, male and female workers, shall be paid the same rates of wages revised for the same category and for equal work.

(6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.



**Notification**

24/21/2009-LAB-II(15)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Details of categories	All inclusive minimum rates of Wages
(1)	(2)	(3)

**(I) SUPERVISORY AND HIGHLY SKILLED STAFF**

(1) Manager	Rs. 312/- per day
(2) Engineer	
(3) Foreman	
(4) Head Clerk	
(5) Head Mechanic	
(6) Accountant	

**(II) MECHANIC GRADE**

(1) Engine Mechanic	Rs. 306/- per day
(2) Fitters	
(3) Machinist	
(4) Painter	
(5) Tinsmith	
(6) Carpenter	
(7) Electrician	
(8) Welder	
(9) Blacksmith	
(10) Borer	

(1)	(2)	(3)
(11) Auto-Electrician		Rs. 306/- per day
(12) Vulcanizer		
(13) Driller		
(III) GENERAL STAFF		
(1) Assistant Accountant		Rs. 306/- per day
(2) Clerk		
(3) Typist		
(4) Cashier		
(5) Telephone Operator		
(6) Store Keeper		
(7) Sales Man		
(8) Time Keeper		
(9) Bill Collector		
(10) Driver		
(11) Booking Clerk		
(12) Store Clerk		
(13) Steno-Typist		
(14) Tally Clerk		
(15) Receptionist		
(16) Supervisor		
(IV) SEMI-SKILLED (GRADE-I)		
(1) Assistant Electrician (Grade-I)		Rs. 298/- per day
(2) Assistant Mechanic (Grade-I)		
(3) Assistant Fitter (Grade-I)		
(4) Assistant Blacksmith (Grade-I)		
(5) Assistant Carpenter (Grade-I)		
(6) Assistant Welder (Grade-I)		
(7) Assistant Turner (Grade-I)		
(8) Assistant Machinist (Grade-I)		
(9) Assistant Cushion Maker (Grade-I)		
(10) Assistant Vulcanizer (Grade-I)		
(11) Assistant Painter (Grade-I)		
(12) Assistant Boring Barman (Grade-I)		
(13) Assistant Sprayman (Grade-I)		
(14) Assistant Battery man (Grade-I)		
(15) Assistant Tinsmith (Grade-I)		
(16) Office Assistant (Grade-I)		
(V) SEMI-SKILLED (GRADE-II)		
(1) Assistant Electrician (Grade-II)		Rs. 292/- per day
(2) Assistant Mechanic (Grade-II)		
(3) Assistant Fitter (Grade-II)		
(4) Assistant Blacksmith (Grade-II)		
(5) Assistant Carpenter (Grade-II)		
(6) Assistant Welder (Grade-II)		
(7) Assistant Turner (Grade-II)		
(8) Assistant Machinist (Grade-II)		
(9) Assistant Cushion Maker (Grade-II)		
(10) Assistant Vulcanizer (Grade-II)		

(1)	(2)	(3)
(11) Assistant Painter (Grade-II)		Rs. 292/- per day
(12) Assistant Boring Barman (Grade-II)		
(13) Assistant Sprayman (Grade-II)		
(14) Assistant Battery man (Grade-II)		
(15) Assistant Tinsmith (Grade-II)		
(16) Office Assistant (Grade-II)		
(VI) UNSKILLED		
(1) Cleaner		Rs. 284/- per day
(2) Mazdoor		
(3) Coolie		
(4) Sweeper		
(5) Helper		
(6) Peon		
(7) Chowkidar		
(8) Watchman		
(9) Pump/service man		
(10) Vehicle Attendant		
(11) Petrol Pump Attendant		
(12) Office Boy		
(13) Attendant		
(14) Messenger		

*Explanation:*

(1) Where, in any area/establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government/Central Wage Board for Employment in Automobile Repairing Workshops and Garages or by agreement/ /settlement or contractor's regulations attached to the conditions of contractor, the higher rates would be payable as minimum wages under this Notification.

(2)(a) Unskilled work is one, which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Highly skilled means work which calls for high degree of perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

(3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest but does not include daily batta/food allowance.

(4) Both men and women workers shall be paid same rates of wages revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/ /category to which they belong under this Notification.

(6) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as an adult. In case, he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

### Notification

24/21/2009-LAB-II(16)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) FARM SERVANT OR ATTACHED WORKER		
(1) Adult Farm Servant		Rs. 8086/- per month.
		Rs. 311/- per day
(2) Adult Cleaner/Sweeper		Rs. 7696/- per month.
		Rs. 296/- per day
(II) AGRICULTURE OPERATION		
(1) Ploughing		Rs. 306/- per day
		Rs. 336/- per day with bullocks.
(2) Threshing		Rs. 306/- per day.

(1)	(2)	(3)
(3) Sowing		Rs. 305/- per day.
(4) Winnowing		Rs. 306/- per day.
(5) Transplanting		Rs. 305/- per day.
(6) Harvesting		Rs. 305/- per day.
(7) Uprooting		Rs. 294/- per day.
(8) Irrigation		Rs. 294/- per day.
(9) Weeding		Rs. 294/- per day.
(10) Manuring		Rs. 294/- per day.
(III) ALLIED OPERATION SKILLED LABOUR		
(1) Carpenter		Rs. 315/- per day.
(2) Blacksmith		Rs. 318/- per day.
(3) Cobbler		Rs. 311/- per day.
(IV) UNSKILLED OPERATOR		
(1) Mazdoor/Manai		Rs. 294/- per day.
(V) DAIRY FARMING AND RAISING ON LIVESTOCK		
(1) Shed Attendant		Rs. 294/- per day
(2) Milkman		Rs. 295/- per day
(3) Cleaner/Sweeper Mazdoor		Rs. 294/- per day
(4) Grazer/Livestock Attendant		Rs. 294/- per day
(VI) POULTRY AND BEE FARMING		
(1) Attendant		Rs. 294/-per day
(VII) HORTICULTURE		
(1) Gardener		Rs. 295/- per day
(2) Horticulture Assistant		Rs. 298/- per day
(VIII) FORESTRY AND TIMBERING		
(1) Tree Feller		Rs. 298/- per day
(2) Mazdoor		Rs. 294/- per day
(IX) GENERAL		
(1) Digging		Rs. 294/- per day
(2) Stacking		Rs. 294/- per day
(3) Pump Operator		Rs. 295/- per day
(4) Coconut/Arecanut Plucker		Rs. 338/- per day

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.

(3) Both, male and female workers shall be paid the same rates of wages revised for the same category and for equal work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(5) The minimum rates of wages revised are all inclusive including for weekly day of rest.

(6) The existing practice of giving meals, food grains, etc., shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

### Notification

24/21/2009-LAB-II(17)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
(1)	(2)	(3)	(4)
(I) SKILLED			
(1) Pharmacist/Chemist		Rs. 299/- per day	Rs. 295/- per day
(2) Driver			

(1)	(2)	(3)	(4)
(3) Supervisor		Rs. 299/- per day	Rs. 295/- per day
(4) Shoemaker/Slippermaker			
(5) Watch Repairer			
(6) Cutter/Tailor/Sewing			
(7) Turner			
(8) Fitter			
(9) Utensil maker (Brass and Copper)			
(10) Machinist			
(11) Electrician			
(12) Welder			
(13) Handicraftsman			
(14) Metal Engraver			
(15) Optician			
(16) Glass Polisher (Optician)			
(17) Sales Representative/Traveling Salesman			
(18) Wireman			
(19) Foreman			
(20) Photographer/Retoucher			
(21) Block Maker			
(22) Hair Dresser			
(23) Mill Operator			
(24) Carpenter			
(25) Tinsmith			
(26) Vulcanizer			
(27) Mechanic			
(28) Blacksmith			
(29) Moulder			
(30) Painter			
(31) Weighman			
(32) Metal Sprayman			
(33) Glass Cutter			
(34) Pastryman			
(35) Compounder (with Diploma)			
(36) Computer Operator			
(37) Pump operator (Petrol Pumps)			
(38) Any other category, by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.			
(II) SEMI-SKILLED			
(1) Salesman (Counter)		Rs. 288/- per day	Rs. 286/- per day
(2) Assistant Mechanic			
(3) Assistant Fitter			
(4) Assistant Electrician			
(5) Assistant Blacksmith			
(6) Assistant Carpenter			
(7) Assistant Turner			
(8) Assistant Welder			
(9) Assistant Machinist			
(10) Assistant Tinsmith			
(11) Assistant Vulcaniser			
(12) Assistant Sprayman			



(1)	(2)	(3)	(4)
(13) Assistant Moulder		Rs. 288/- per day	Rs. 286/- per day
(14) Assistant Painter			
(15) Assistant Trailer			
(16) Assistant Glass Cutter			
(17) Assistant Wireman			
(18) Assistant Pump operator (Petrol Pumps)			
(19) Cushion Maker			
(20) Compounder			
(21) Dhobi/Washerman			
(22) Ironer/Laundryman			
(23) Polisher (Carpenter)			
(24) Baker			
(25) Pressman			
(26) Glazer			
(27) Helper (Hair Dresser)			
(28) Mali Gardener			
(29) Lift Attendant			
(30) Mill Hand			
(31) Frame Maker			
(III) CLERICAL			
(A)			
(1) Accountant		Rs. 295/- per day	Rs. 291/- per day
(2) Steno-Typist			
(3) Telephone Operator			
(B)			
(1) Clerk		Rs. 289/- per day	Rs. 285/- per day
(2) Store Clerk			
(3) Tally Clerk			
(4) Store Clerk			
(5) Typist			
(6) Receptionist			
(7) Godown Keeper			
(IV) UNSKILLED			
(1) Chowkidar		Rs. 289/- per day	Rs. 284/- per day
(2) Cleaner			
(3) Labourer			
(4) Loader/Unloader			
(5) Attendant			
(6) Mazdoor			
(7) Sweeper			
(8) Helper			
(9) Peon			
(10) Delivery boy/Messenger			
(11) Packer			
(12) Assistant Salesman			
(13) Watchman			
(14) Office Boy			
(15) Pump Attendant			
(16) Newspaper delivery boy.			
(17) Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.			

*Explanation:*

(I) (a) Zone 'A' shall comprise the areas within the limits of the Corporation of the City of Panaji and Municipal limits of Margao, Vasco, Mapusa, Ponda, Bicholim Cuncolim, Quepem, Curchorem, Sanguem, Canacona, Pernem, Valpoi, Sanquelim and the establishments located in the Industrial Estates set up by the Industrial Development Corporation or Economic Development Corporation, Panaji, or any other statutory organization/corporation.

(b) Zone 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.

(II) (a) The minimum rate of wages shall consist of an all inclusive rate of wages.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rates of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he/she belongs by 26, the quotient stepped up to the nearest paise.

(III) (a) Unskilled work is one, which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which calls for initiative and judgement.

(IV) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(V) Both, male and female workers, shall be paid the same rates of wages revised for the category and for similar work.

(VI) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/ category to which he belongs under this Notification.

(VII) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

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**Notification**

24/21/2009-LAB-II(18)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for

revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour) Government of Goa, Labour, Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Peon	Rs. 284/- per day
(2)	Chowkidar	
(3)	Sweeper	
(4)	Porter	
(5)	Cleaner	
(6)	Helper	
(7)	Mazdoor	
(8)	Watchman	
(9)	Coolie	
(10)	Any other category, by whatever name called, which is unskilled nature.	
(II)	SEMI-SKILLED	
(1)	Electrician (Helper)	Rs. 291/- per day
(2)	Mechanic (Helper)	
(3)	Fitter (Helper)	
(4)	Blacksmith (Helper)	
(5)	Carpenter (Helper)	
(6)	Welder (Helper)	
(7)	Turner (Helper)	
(8)	Machinist (Helper)	
(9)	Cushion Maker (Helper)	
(10)	Vulcanizer (Helper)	
(11)	Painter (Helper)	

(1)	(2)	(3)
(12) Boring Barman		Rs. 291/- per day
(13) Sprayman		
(14) Conductor		
(15) Any other category, by whatever name called, which is of semi-skilled nature.		
(III) SKILLED		
(1) Mechanic		Rs. 298/- per day.
(2) Fitter		
(3) Electrician		
(4) Blacksmith		
(5) Carpenter		
(6) Welder		
(7) Turner		
(8) Boring Barman		
(9) Machinist		
(10) Cushion Maker		
(11) Tinsmith		
(12) Vulcanizer		
(13) Painter		
(14) Spray painter		
(15) Re-trader		
(16) Moulder		
(17) Lineman		
(18) Any other category, by whatever name called, which is of skilled nature		
(IV) HIGHLY SKILLED		
(A)		
(1) Head Mechanic		Rs. 306/- per day
(2) Garage Supervisor		
(3) Driver (Goods Transport)		
(B)		
Driver (light vehicle, Passenger Transport and bus)		Rs. 294/- per day
(V) GENERAL STAFF (Clerical etc.)		
(A)		
(1) Clerk		Rs. 304/- per day
(2) Typist		
(3) Booking Clerk		
(4) Store Clerk		
(5) Store Keeper		
(6) Ledger Keeper		
(7) Steno Typist		
(8) Receptionist		
(9) Checker		
(10) Cashier		

(1)	(2)	(3)
(11) Account Clerk		Rs. 304/- per day
(12) Time Keeper		
(13) Telephone Operator		
(14) Store Issuer		
(15) Tally clerk		
(B)		
(1) Head Clerk		Rs. 308/- per day
(2) Auditor/Accountant		
(3) Head Cashier		

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ /settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(a) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(b) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rates of wages are applicable to employees engaged by the principal employers or contractor/s or sub-contractor/s, etc.

(4) The minimum rates of wages revised are all inclusive rates including the wages for weekly day of rest, dearness allowance and interim relief but does not include bhatta/food allowance/ /H.R.A./Washing allowance or similar payments.

(5) Both, male and female workers shall be paid the same rates of wages for the same category and for equal work.

(6) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

**Notification**

24/21/2009-LAB-II(19)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", as shown in the Schedule below:

**SCHEDULE**

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone-A	Zone -B	Zone -C
(1)	(2)	(3)	(4)	(5)
(I) SKILLED				
(1) Cook or Head Cook		Rs. 315/-	Rs. 314/-	Rs. 312/-
(2) Achari		per day	per day	per day
(3) Maharaj		Rs. 8190/	Rs. 8164/-	Rs. 8112/-
(4) Basoya		per month	per month	per month
(5) Ustad				
(6) Bavarchi				
(7) Khansama				
(8) Manager				
(9) Accountant				
(10) Sweetmeat maker or Farsan-maker (Malwalla)				
(11) Clerk				
(12) Telephone Operator				
(13) Electrician				
(14) Tailor				
(15) Carpenter				
(16) Head Pantry man				
(17) Gardener who is doing the work of planting				
(18) Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)				

(1)	(2)	(3)	(4)	(5)
(19) House Keeper		Rs. 315/-	Rs. 314/-	Rs. 312/-
(20) Head Waiter		per day	per day	per day
(21) Butler		Rs. 8190/-	Rs. 8164/-	Rs. 8112/-
(22) Supervisor		per month	per month	per month
(23) Steward				
(24) Cashier				
(25) Head Baker				
(26) Mistry				
(27) Store Keeper				
(28) Barman				
(29) Employees, by whatever names called, doing the work of nature done by persons falling under the foregoing entries.				
(II) SEMI-SKILLED				
(1) Assistant Manager		Rs. 301/-	Rs. 299/-	Rs. 298/-
(2) Assistant Malwala		per day	per day	per day
(3) Samosa-Wala		Rs. 7826/-	Rs. 7774/-	Rs. 7798/-
(4) General Workers (relieved or one attend to two or more duties of semi-skilled categories)		per month	per month	per month
(5) Rotiwala				
(6) Chapatiwala				
(7) Puriwala				
(8) Dosawala				
(9) Tandur-Rotiwala				
(10) Bhajiwala				
(11) Ice-cream wala (Ice cream proper one who takes out ice-cream and aerated waters)				
(12) Pantry man (one who prepares sandwiches, toasts, faloodas, omlette etc.)				
(13) Mandiwala-cum-coffee/tea make				
(14) Liftman				
(15) Handiwala (Asst. Cook)				
(16) Wireman				
(17) Asst. Cook				
(18) Billard Maker				
(19) Standwala (Tek Maker)				
(20) Market Man				
(21) Boiler Man				
(22) Fountain Barman				
(23) Pumpman				
(24) Gas Filer				
(25) Fountainman (who prepares syrups, ice-cream, fruits salad etc.)				
(26) Falooda Maker				
(27) Syrup Maker				
(28) Lassewala-cum-salesman				
(29) Waiter-cum-tablewala				
(30) Vendor (who keeps accounts)				
(31) Orderwala (shouting bill or writing bills)				
(32) Kabab Seelwala				
(33) Bhelpuriwala				
(34) Floor Waiter				
(35) Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.				



(1)	(2)	(3)	(4)	(5)
(III) UNSKILLED				
(1) Gaze boy		Rs. 286/-	Rs. 285/-	Rs. 284/-
(2) Game boy		per day	per day	per day
(3) Bell boy		Rs. 7436/-	Rs. 7410/-	Rs. 7384/-
(4) Page boy		per month	per month	per month
(5) Room boy				
(6) Tea boy				
(7) Class boy				
(8) Dish boy				
(9) Water boy				
(10) Order boy				
(11) Pantry boy				
(12) Kitchen boy				
(13) Office boy				
(14) Message boy				
(15) Soda Fountain boy				
(16) Sweeper				
(17) Cleaner				
(18) Hamal				
(19) Jamadar				
(20) Coolie				
(21) Mazdoor				
(22) Gadi				
(23) Chokra				
(24) Boy				
(25) Pantewala Panikachem burwala				
(26) Paniwala				
(27) Cupwala				
(28) Dishwala				
(29) Boadiwala				
(30) Horiwala				
(31) Kholiwala (room boy not doing the work of waiter)				
(32) Madaniwala (one who fills the dishes)				
(33) Lassiwala				
(34) Orderwala				
(35) Phatakwal				
(36) Vadpi (Service)				
(37) Waterman				
(38) Laundryman				
(39) Chatniwala				
(40) Lemonman				
(41) Billard Boy				
(42) Grain Cleaner (male or female)				
(43) Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature.				
(44) Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts.				
(45) Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.				

*Explanation:*

(1) (a) Zone A:- Comprises the area within the limits of the Corporation of the City of Panaji, and Municipalities, such as, Margao, Vasco, Mapusa, Ponda, Cuncolim, Quepem, Curchorem, Sanguem, Canacona, Pernem, Valpoi, Sanquelim and Bicholim.

The rates of wages in respect of Zone A shall apply to workmen employed in any Star hotel irrespective of its Zonal location

(b) Zone B:- Comprises the area within the limits of the places of Cansaulim, Assolna, Colva, Colvale, Baga, Calangute, Anjuna, Vagator, Morjim, Benaullim, Majorda, Mobor, Chopdem, Mandrem, Arambol and Cavellossim.

(c) Zone C:- Comprises all other places in the State of Goa not covered under Zone 'A' and Zone 'B'.

(2) The minimum rates of wages shall consist of an all inclusive rate allowing for the basis rate, the cost of living allowance and the cash value of the concession.

(3) The amount deductible as food allowance shall be uniformly Rs. 570/-, Rs. 542/- and Rs. 514/- per month in Zone "A", Zone "B" and Zone "C", respectively.

(4) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institute and performance of which calls for initiative and judgement.

(5) The minimum rates of wages are applicable to employees employed by the principal employer, contractors or sub-contractors, etc.

(6) Both, male and female workers shall be paid the same rates of wages revised for the same category and for equal work.

(7) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/ /category to which they belong under this Notification.

(8) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which they belong by 26, the quotient stepped up to the nearest paise.

(9) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

**Notification**

24/21/2009-LAB-II(20)

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the scheduled employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", as shown in the Schedule below:-

**SCHEDULE**

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 284/- per day
(II)	Semi Skilled	Rs. 292/- per day
(III)	Skilled	Rs. 301/- per day
(IV)	Highly Skilled	Rs. 315/- per day
(V)	Clerical	Rs. 299/- per day

**Explanation:**

(1)(a) Unskilled: Unskilled work is one which involves simple operation requiring no skill and includes labourers, helpers, sweepers hamals/coolies, etc.

(b) Skilled: Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

- (c) Semi-skilled: Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
- (d) Highly skilled: Highly skilled means work which calls for high degree or perfection and full competence in the performance of certain task acquired through intensive technical professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgement or decision involves in the execution of these task.
- (2) Where, in any area/establishment of Scheduled employment, wages revised by this Notification is lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.
- (4) Both male and female workers have to be paid the same rate of wages as revised for the particular category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rates revised under this Notification.
- (6) The minimum rates of wages as revised consists of all inclusive rates including wages payable for weekly day of rest.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 11th May, 2015.

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